



Reentry of ex-offenders: How is Indy doing?

Who We Are

The Greater Indy Chamber of Commerce
has approximately 2,700 business members
– employs 300,000 individuals in Indy and the
surrounding 8 counties

Workforce Legislation

- 1216: Provides a tax credit each year for employers who hire ex-felons
- 1218: establishes a state sponsored bond program to protect against financial losses for employers who hire at risk employees
- 1482: Allows ex-offenders who meet certain requirements to have their conviction altered or records expunged

The Indy Chamber Supports:

- Legislation to remove barriers for the re-entry of ex-offenders
- Incentives for employers
- Legislation that restructures sentencing guidelines & allows sentencing flexibility

The Indy Chamber Also Supports:

- Implementation of alternatives to life/work balance for ex-offenders with low level crimes
- Connecting vocational institutions with companies who hire & retain ex-offenders
- Initiatives which assist ex-offenders in their efforts to re-enter the workforce

Issues:

- Business and population awareness of issue
- There is a need for tax benefits for employers and alteration of company policies
- Retraining and education of ex-offenders

National Trends

- More than 600,000 individuals rejoin communities annually
- Approximately 1 in 31 U.S. adults is either incarcerated or on probation/parole
- 40% or higher national recidivism rate
- Employment reductions due to incarceration result in approximately \$60 billion in lost GDP

Indy Trends

- More than 5,000 individuals rejoin the Indy community annually
- Approximately 28% of all Marion county adults have criminal convictions
- 20,000 Marion county residents are on parole from felon crimes at any given time
- 60% of our parolees are unemployed
- Marion county recidivism is nearly 70%
 - Lack of employment is a huge component in recidivism

Indy Chamber Survey Results

- 46% of businesses stated they do not currently employ ex-offenders
- 26% stated that they were either “Very Satisfied” or “Satisfied” with their experience of hiring ex-offenders
- 80% stated they currently use background checks in the hiring process

Indy Chamber Survey Results

- 53% stated that an ex-offender would not be considered for hire until 1-5 years after the offense
- 73% stated lack of knowledge regarding tax incentives to hire ex-offenders
- 46% stated “client expectation/perception” as the most significant barrier to ex-offender reentry

Next Steps

- Advocate for ex-offenders with Indy businesses
- Educate members on tax incentives and bonding
- Teach businesses to identify positions in their companies that would be appropriate for ex-offenders

Questions?